

State of our State

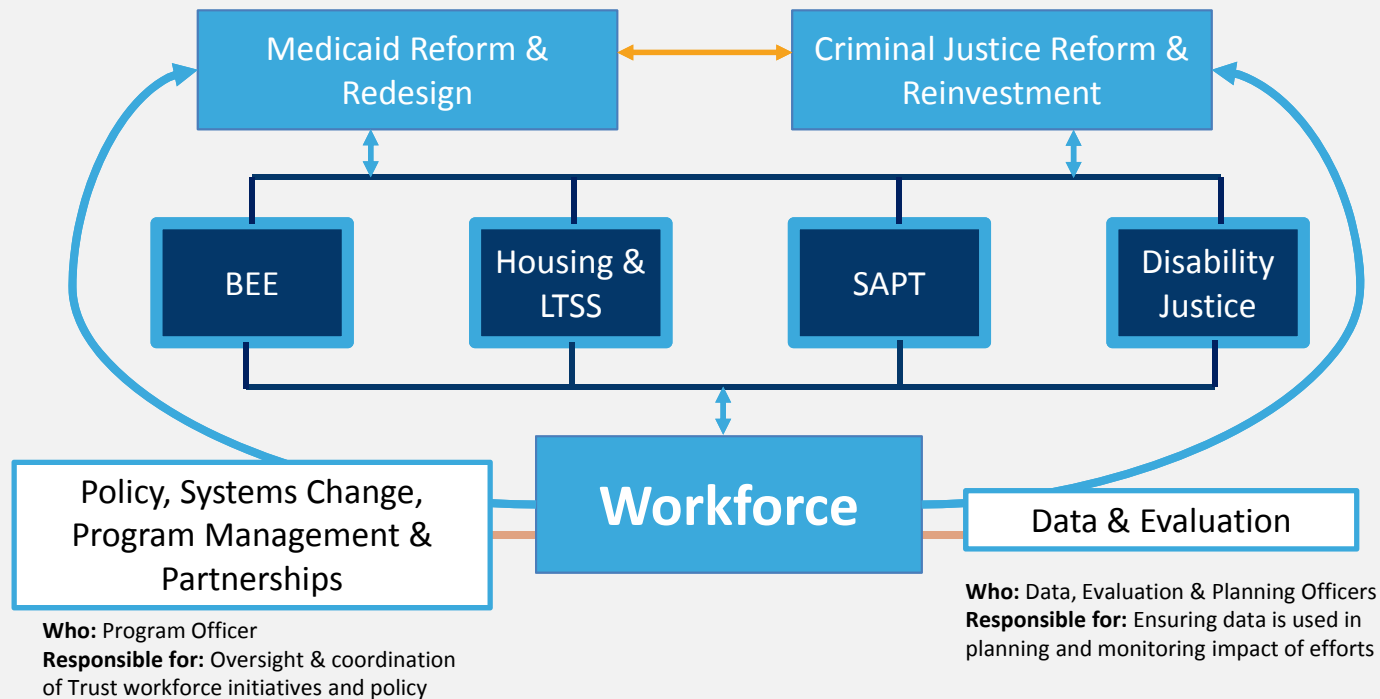
- **Update on Major Reforms & Investments**
 - Medicaid Reform and Redesign
 - Monique Martin, Gen Moreau-Johnson
 - Psychiatric/SUD Care System
 - Randall Burns, Katie Chapman, Andy Jones
 - Housing & Homelessness
 - Daniel Delfino
- **Criminal Justice Reform and Reinvestment**
 - Adam Rutherford, Brad Myrstol, Susan Di Pietro, Alysa Wooden, Gen Moreau-Johnson
- **Workforce and Provider Perspectives**
 - Kathy Craft, Tom Chard, Jerry Jenkins, Lizette Stiehr

Providing a Skilled Alaskan Workforce

Presentation for the
Trust 2020/2021 Stakeholder Meeting

June 20, 2018

Trust workforce capacity



Trust Workforce Core Foundation

- Engage and Prepare Alaska's Youth for Health Careers
- Training, Competencies & Professional Development
- Loan Repayment, Incentives & Support for Service
- In-State Doctoral Internships & Clinical Placements
- Health Workforce Data

Focus Area Strategies

Strategy	Description	Budget
ADRD Workforce (HLTSS)	Resources to developing the capacity, competencies and workforce capabilities for servicing beneficiaries with Alzheimer's disease and related dementia through targeted trainings for assisted living homes, skilled nursing homes and other supported housing providers.	50,000
Housing/Assisted Living Targeted Capacity Dev. (HLTSS)	Training to all supported housing providers to support the goals of maintaining housing and preventing homelessness for Trust beneficiaries in the community by increasing capacity of providers to house individuals with intense behavioral health needs.	\$50,000
Supported Employment Provider Training (BEE)	Training for service organizations designed to build workforce skills to provide employment services for Trust beneficiaries.	65,000
Peer Support Workforce (BEE)	Peer support workforce initiative capacity building	55,000
Job Center liaison in correctional facility (BEE)	The Recidivism Reduction Coordinator (aka Job Center Liaison) serves as a bridge between the Departments of Labor and Workforce Development (DOLWD) and Corrections (DOC) to reduce barriers to employment for justice involved beneficiaries.	125,000
Self-sufficiency training (BEE)	Financial training for beneficiaries who lack economic stability and face financial obstacles related to poverty, low-income and marginalization.	50,000
Dept. of Corrections Training (DJ)	Training for DOC staff on issues related to Trust beneficiaries	25,000
Therapeutic court staff training (DJ)	Statewide training for therapeutic court teams on the core principles and elements of therapeutic courts and the disorders experience by Trust beneficiaries and associated treatments.	15,000
Specialized skills and service training on serving justice involved beneficiaries (DJ)	Training for professionals working with justice involve beneficiaries to enhance competencies and further disability justice initiatives and strategies.	72,500
Emergency Response- Crisis Intervention training (DJ)	Enhanced training for police and other first responders to engage and respond appropriately to beneficiaries in mental health crisis.	75,000
Total		\$582,500

EXISTING WORKFORCE STRATEGIES

Infrastructure	Approved FY18	Leveraged FY18	Approved FY19	Leveraged FY19
Coordinated Leadership	\$146.1	\$30.0	\$146.0 (will not be expended)	0
Alaska Training Cooperative	\$984.0	\$438.5	\$984.0	\$438.5
SHARP I Loan Repayment & Incentive Program	\$200.0	\$1,000.0	\$200.0	\$1,000.0
Alaska Psychology Internship Consortium	\$59.0	\$517.2	\$59.0	\$612.0
Area Health Education Centers (Grow Your Own)	\$55.0	\$150.0	\$55.0	\$150.0
Workforce Data Monitoring	\$75.0		\$75.0	
Total	\$1,519.1	\$2,135.7	\$1,519.1 - \$146.1 = \$1,373.0	\$2,200.5

ENGAGE AND PREPARE ALASKA'S YOUTH FOR HEALTH CAREERS

- 124 youth have participated in the AHEC behavioral health camps since 2015
- 80% reported increased interest in behavioral health careers
- 97% reported increased knowledge in behavioral health
- 100% of the participants certified in MHFA
- 35 past participants (ages 18+) have been included in the AHEC long-term tracking, of these: 26% enrolled in higher education and 67% of those enrolled in higher education are studying behavioral health occupations

ALASKA TRAINING COOPERATIVE

Data/Information	FY17	FY18 (July-February)
Unduplicated Training Participants	3,753	2,969
Provider Agencies	507	378
Communities	88	69
Training Events	256	159
Technical Assistance	88	31
Learning Mgmt System Users	5,026	pending

LOAN REPAYMENT, INCENTIVES AND SUPPORT FOR SERVICE

- All practitioners must accept Medicaid, Medicare, federal health beneficiaries and the uninsured.
- Since inception, 254 participants = BH – 83 (32%); Dental – 37 (15%); Medical – 134 (53%)
- 7 regions served including frontier, rural, suburban & urban sites w/ an additional 11 statewide providers
- Redesign will allow employers & contributors to direct funds toward specific positions and take advantage of tax exempt status allowed by ACA.

IN-STATE DOCTORAL INTERNSHIPS & CLINICAL PLACEMENTS

- Since 2010, AK-PIC Interns filled 44 behavioral health positions in Alaska
- A total of 40 UAA-UAF doctoral students have applied for internship positions and 26 have filled AK-PIC slots
- 45 of the remaining AK-PIC positions have been filled by out of state applicants including 3 positions returning home to Alaska after studying outside
- Since 2010, 65% of the UAA/UAF psychology doctoral interns completed their in-state clinical

Direct Support Professionals DD Systems Collaborative

- Shared Vision – engagement, movement toward person centered services
- Outreach Meetings / Full Lives
- Formal adoption of a DSP Code of Ethics – National Alliance for Direct Support Professionals
- Credentialing / Certification – professionalization of the occupation
- Career ladders for DSPs to expand their knowledge, skills and values
- Increased training requirements & technical assistance
- “Ready to Work” Skilled DSPs



Peer Support Workforce

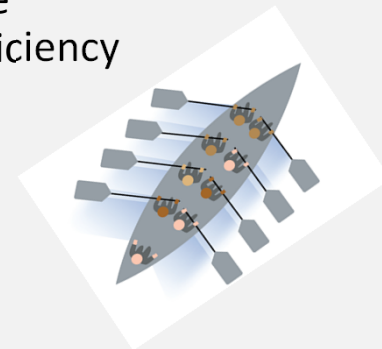
- **Peer Workforce Certification – Jim McLaughlin**
 - Levels of Certification – survey other states
 - Minimum qualifications (age; lived experience; engaged in recovery; education)
- **Collaboration between Partners (Peers, Providers & State Staff) – Eliza Ellers**
 - Models that work – Natural Path Peer Support & Wellness Curriculum
- **Advocacy and Education – Susan Musante**
 - Based on target audience (payers; DOC; Veterans...)
 - Barriers: Background check; supervision; billing)

Advancing Alaska's Health Workforce Data Project

- Goal: Make timely health workforce data and analysis readily available to interested Alaskans
- Data Sources
- Emsi – Employer postings on job search engines
- DOLWD – Quarterly wage records & PFD data
- Professional Licensure Data
- Anticipated Products:
- Regular mini-reports for broad audience
- On-line portal for users interested in “deeper dives”
- “New Hires” test page – URL with SOC

Alaska Health Workforce Coalition

- Launched to develop a coordinated, cohesive, and effective approach to addressing workforce in Alaska
- Public-private partnership
 - Government, health industry, education, hospital association, behavioral health and clinics
 - Employers and industry drive state workforce development efforts and improve system efficiency through collaboration across sectors
- National Academy for State Health Policy
 - Research and case studies
 - Highlight cross-agency approaches



Providing a Skilled Workforce: Alaska's Core Foundation



- Trust supported system elements:
 - Training, Competencies, Professional Development & Internships
 - Enhanced competency for Reforms
 - Support for Service
 - Engaging Youth
 - Healthcare workforce data

Alaska Health Workforce Coalition Core Team

Public Members:

Department of Health & Social Services

**Department of Labor & Workforce
Development**

**Department of Education & Early
Development**

Alaska Mental Health Trust Authority

University of Alaska

Private Members:

AK Native Tribal Health Consortium

AK Area Health Education Center

AK Behavioral Health Association

AK Primary Care Association

**AK Association on Developmental
Disabilities**

**AK State Hospital and Nursing Home
Association**

AK Workforce Investment Board

Alaska Health Workforce Coalition 2017-2021 Action Agenda

Occupations:

Direct Support Professionals
Peer Support Professionals - **New**
Behavioral Health Practitioners/Providers
Nurses
Primary Care Practitioners/Providers
Physical Therapists
Healthcare Administrators - **New**

Systems Change and Capacity Building:

Engage and Prepare Youth for Health Careers
Training, Competencies and Professional Development
Health Workforce Policies and Infrastructure
Health Workforce Recruitment and Retention
Health Workforce Data

WORKFORCE DRIVING FACTORS

- Medicaid Reform & Redesign
 - DBH 1115 Waiver (wrapped up in budget neutrality)
 - ASO
- Psychiatric/SUD Care System
 - API
 - SUD
- Criminal Justice Reform and Reinvestment
- Housing & Homelessness
- Senior/Dementia Care
 - Aging Population
 - Aging Workforce

THE STRUGGLE IS REAL....

- Recruitment
- Retention
- Certification / Licensing for Substance Use Disorder Practitioners
- Scope of Work for Licensed Clinicians – Access Argument
- Training and Technical Assistance – Addictions / SUD
- Incorporating Peer Support Professionals into Existing System
- Growing and supporting the Behavioral Health & Dental Health Aide Systems

FASTEST GROWING OCCUPATIONS

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Percent Change	Median Annual Wage, 2016	Typical Entry Education
Home Health Aides	47%	\$22,600	HS Diploma or equivalent
Personal Care Aides	39%	\$21,920	HS Diploma or equivalent
Physicians Assistants	37%	\$101,480	Master's Degree
Nurse Practitioners	36%	\$100,910	Master's Degree
Physical Therapist Assistants	31%	\$56,610	Associate's Degree
Physical Therapist Aides	29%	\$25,680	HS Diploma or equivalent
Medical Assistants	29%	\$31,540	HS Diploma Or equivalent
Occupational Therapy Assistants	29%	\$59,010	Associate's Degree
Physical Therapists	28%	\$85,400	Doctoral or Professional Degree

MOST NEW JOBS

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Employment Change	Median Annual Wage, 5/16	Typical Entry Education	Work Experience in a Related Occupation / OJT for Competencies
Personal Care Aides	777,600	\$21,920	HS Diploma or Equivalent	None / Short-term OJT
Registered Nurses	438,100	\$68,450	Bachelor's Degree	None
Home Health Aides	431,200	\$22,600	HS Diploma or Equivalent	None / Short-term OJT
Medical Assistants	183,900	\$31,540	Postsecondary nondegree award	None / None
Nursing Assistants	173,400	\$26,590	Postsecondary nondegree award	None / None
Medical Secretaries	129,000	\$33,730	HS Diploma or Equivalent	None / Moderate OJT

MOST NEW JOBS – GRADUATE DEGREE

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Employment Change	Median Annual Wage 5/16	Work Experience / Typical OJT
Physical Therapists	67,100	\$85,400	None / None
Health Specialties Teachers, Postsecondary	60,600	\$99,360	Less than 5 years / None
Nurse Practitioners	56,100	\$100,910	None / None
Physicians & Surgeons, all other	42,300	\$206,920	None / Internship ~ Residency
Physician Assistants	39,600	\$101,480	None / None
Educational, Guidance, School, Vocational Counselors	36,700	\$54,560	None / None
Mental Health Counselors	36,500	\$42,840	None / Internship ~ Residency
Healthcare Social Workers	35,400	\$53,760	None / Internship ~ Residency
Occupational Therapist	31,000	\$81,910	None / None
Speech Language Pathologists	25,900	\$74,680	None / Internship ~ Residency

MOST NEW JOBS – GRADUATE DEGREE (CONT.)

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Employment Change	Median Annual Wage 5/16	Work Experience / Typical OJT
Dentists, general	25,700	\$153,900	None / None
Mental Health & Substance Abuse Social Workers	23,900	\$42,700	None / Internship ~ Residency
Clinical, Counseling, & School Psychologists	21,000	\$73,270	None / Internship ~ Residency
Family & General Practitioners	19,200	\$190,490	None / Internship ~ Residency
Pharmacists	17,400	\$122,230	None / None

MOST NEW JOBS – BACHELOR’S DEGREE

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Employment Change	Median Annual Wage 5/16	Work Experience / Typical OJT
Registered Nurses	438,100	\$68,450	None / None
Medical & Health Services Managers	72,100	\$96,540	Less than 5 years / None
Child, Family, & School Social Workers	45,000	\$43,250	None / None

MOST NEW JOBS – ASSOCIATE’S DEGREE OR POSTSECONDARY NONDEGREE

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Employment Change	Median Annual Wage, 5/16	Experience / Training
Medical Assistants	183,900	\$31,540	None / None
Nursing Assistants	173,400	\$26,590	None / None
LPNs / Vocational Nurses	88,900	\$44,090	None / None
Dental Assistants	64,600	\$36,940	None / None
Massage Therapists	42,100	\$39,860	None / None
Dental Hygienists	40,900	\$72,910	None / None
Emergency Medical Technicians & Paramedics	37,400	\$32,670	None / None
Respiratory Therapists	30,500	\$58,670	None / None
Phlebotomists	30,100	\$32,710	None / None

MOST NEW JOBS – ASSOCIATE’S DEGREE OR POSTSECONDARY NONDEGREE (CONT.)

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Employment Change	Median Annual Wage, 5/16	Experience / Training
Medical Records & Health Information Technicians	27,800	\$38,040	None / None
Physical Therapist Assistants	27,400	\$56,610	None / None
Radiologic Technologists	25,300	\$57,450	None / None
Health Technologists & Technicians, all other	25,100	\$66,130	None / None

MOST NEW JOBS – HIGH SCHOOL DIPLOMA

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupations	Employment Change	Median Annual Wage, 5/16	Experience / Training
Personal Care Aides	777,600	\$21,900	None / Short-term OJT
Home Health Aides	431,200	\$22,600	None / Short-term OJT
Medical Secretaries	129,000	\$33,730	None / Short-term OJT
Social & Human Service Assistants	63,900	\$31,810	None / Short-term OJT

PROJECTED NEW JOBS BY MAJOR OCCUPATIONAL GROUP, 2016-2026

CAREER OUTLOOK 2016-2026 | BUREAU OF LABOR STATISTICS

Occupation	Employment Change, projected 2016-2026	Median Annual Wage, 2016
Healthcare practitioners & technical	1,336,600	\$63,420
Personal Care & Service	1,232,000	\$20,810
Healthcare Support	1,019,600	\$27,910
Protective Service	158,200	\$38,669

ALASKA'S PAT ON THE BACK... OR A JOB WELL DONE...

- **Taking Action on the Workforce Crisis**
 - Department of Psychiatry, Yale University School of Medicine
 - Psychiatric Services 69:6, June 2018, ps.psychiatryonline.org
- **National Academy for State Health Policy**
 - Alaska Case Study – www.nashp.org
 - August 2018 – Key Informant Interview

THANK YOU!!

Kathy Craft, University of Alaska

Eric Boyer, Alaska Mental Health Trust Authority

Tom Chard, Alaska Behavioral Health Association

Jerry Jenkins, Alaska Behavioral Health Association

Lizette Stiehr, Alaska Association on Developmental Disabilities

Karl Garber, AgeNet